

## Substitute Daily Rates 2024-2025

The following are the pay rates for substitutes for Waller Independent School District. These rates will apply until further notice:

|  |                |                   |
|--|----------------|-------------------|
| <b>Teacher Substitute</b>  | <b>Per Day</b> | <b>Long-term*</b> |
| Bachelor's Degree  | \$ 95.00       | \$ 150.00         |
| No Bachelor's Degree   | \$ 75.00       | \$ 100.00         |
| <b>Nurse Substitute (LVN or RN)</b>  | <b>Per Day</b> | <b>Long-term*</b> |
| LVN or RN Certified  | \$95.00        | \$150.00          |
| <b>Teacher Aide/Clerical Substitute</b><br><i>*Clerical refers to receptionist, attendance clerk, &amp; registrars.</i>  | <b>Per Day</b> | <b>Long-term*</b> |
| Paraprofessional   | \$ 65.00       | \$ 70.00          |
| <b>Counselor Substitute</b>  | <b>Per Day</b> |                   |
| Certified  | \$ 150.00      |                   |
| <b>Administrative/Central Office Substitutes</b>   | <b>Per Day</b> |                   |
| Professional (PG 4-9)  | \$ 250.00      |                   |
| Professional (PG 1-3)  | \$ 150.00      |                   |
| Paraprofessional (PG 4-8)  | \$15/hour      |                   |
| <b>All Other Substitutes</b>   |                |                   |
| All other substitutes will be paid at the minimum rate of the pay grade for the position in which a substitute has been determined necessary by the Cabinet member responsible for that campus and/or department.  |                |                   |
| <p><b>*Long-term Assignment</b> defined: At the end of the 20th consecutive day in the same assignment, pay will be retroactive to the first day of the assignment. May be responsible for partial duties expected of a teacher.</p> <ul style="list-style-type: none"> <li>● Should a break in service occur, the pay reverts back to the standard substitute pay until the substitute works another 20 consecutive days in the same assignment.</li> <li>● Long-Term Assignments require advance approval by Human Resources.</li> </ul> |                |                   |
| <b>*Additional Notes:</b> Substitutes must work a minimum of 15 days per year.   |                |                   |